P 62 E

App. F. IX-4

1928-29

File No. 24-28

Previous References (CRB)

Serial Nos. 6.

Later References

Reserve
26 3 29

General and Revenue Secretariat.

Serial Nos.

Part B for July to 29

SUBJECT

Proceedings of the 36th meeting of the Central Recruitment Board held on Friday the 31st May 1929.

F 3776
C.R.B

G. R. S. III—

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record]

11719
3/5

In the meeting of the C.R.B it was suggested that the next meeting of the Board may be held ~~at~~ about the 3d week of May '29. The last meeting of the Board was held on 15.4.29. (Tuesday)

Monday the 27th May '29 is suggested for the next meeting of the Board.

Held for orders. [The hour at which the meeting is to commence is also for orders]

Ben
3.5.29

3rd Member)

Secy
3/5/29

Rec'd 6/5/29

My respects for 8.30 P.M. 31st May ~~or 1st June~~

Secy
4.5.29

Mr JK.

Submd. with a draft ~~of~~ items. to number of agenda.

Ben
7.5.29

Secy
7/5/29

N. B.—Should routine notes be written on small slips, the notes must de copied, or slips pasted on this form.

WD 1886—GPB—1,50,000—2-5-21

Memo No 8332-40 dt 11.5.29 Secy

Appendix F G –1

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

Date of issue 11.5.29

Signed by Mrs DCS.

List of enclosures.....

Copied by MA 11/5/29

Examined by.....

Section

File No.

Serial No.

No. 8832–40 CRB
Small one.

To Memo.

The Minutes ~~of the~~ next ordinary meeting of the C. R. B. will be held in the Chambers of the Third Member of Council, Public Offices, Ballsbridge, at 8.30 A.M. on Friday the 31st May 1929.

The agenda for the meeting is enclosed.

B. O.

DCS 28/5/29

Secy. C. R. B.

To the Members of the C. R. B.

Copy to the Regr. Gen. of Removals.

Copy to the A. A. Genl. to the Minister for Local Govt.

over

Agenda for the Meeting of the Central Recruitment Board to be held in the Chambers of the Third Member of Council, Public Offices, Bangalore, on 31st May 1929, at 8-30 A.M.

****

(1) Note dated 8th October 1928 by the Secretary, Central Recruitment Board reviewing the working of the rules of recruitment and suggesting their modification on the lines indicated.

(2) Note regarding the constitution of Staff Selection Boards in the Mysore State.

(3) Analysis of "C" Statement showing the composition of the establishments of Public Offices as on 31st December 1928.

(4) Correspondence ending with letter No.21707 dated 12th April 1929 from the Registrar, Mysore University, requesting sanction of Government to treat the marginally noted posts in the Oriental Library and in the Archaeological Office on a par with the Pandits on the tatorial staff of the University in the matter of advertisements of vacancies according to Government Order No. 1411-12/C.R.E. 6-28-1, dated 7th August 1928.

Oriental Library	
Pandits.	
Pandit Librarian.	
Proof Readers and copyists.	
Archaeological Office.	
Pandits.	

(5) List of cases of exemptions from Central Recruitment Board Rules permitted up to 15th May 1929.

(6) The question of maintaining a statement showing furnishing information regarding the proportion in which various communities are represented in the Gazetted service.

(7) The following Government Orders (to be read for the information of the Board.)

(i) Government Order No.7872-74, dated 13th April 1929 directing that ~~xxx~~ in making selection of candidates for vacancies in the Tutorial Staff of the University, -- preference should be given to persons belonging to Backward Communities if their qualifications are approximately equal to those of the other candidates.

(ii) Government Order No.8624-33/L.R.165-28-19, dated 19/20th April 1929 approving with certain modifications the Revenue Commissioner's proposals regarding the recruitment and Training of Revenue Inspectors.

(iii) Government Order No.7993-8142/C.R.B.1-28-4, dated 22nd April 1929 issuing revised instructions in the matter of the preference to be shown to candidates belonging to Depressed Classes in filling up vacancies in Government -- Offices.

Secretary,
Central Recruitment Board.

CENTRAL RECRUITMENT BOARD.

Public Offices,

8332-40 CRB
Enclosure.

Bangalore, dated 11th May 1929.

M E M O.

The Thirty-sixth ordinary Meeting of the Central Recruitment Board will be held in the Chambers of the Third Member of Council, Public Offices, Bangalore, at 8-30 A.M. on Friday the 31st May 1929.

The Agenda for the Meeting is enclosed.

By Order,

Secretary,
Central Recruitment Board.

for the file
11/5/29

To

The Members of the CRB

Additional subject for the meeting of the Central Recruitment Board to be held in the Chambers of the Third Member of Council, Public Offices, Bangalore, at 8-30 A.M. on Friday the 31st May 1929.

Subject No. 8. Procedure to be adopted in the case of vacancies caused by officials taking leave for a short period to begin with and extending the same piecemeal so as to make the total period exceed three months.

Seshavarayappa
Secretary
Central Recruitment Board.

Agenda for the Meeting of the Central Recruitment Board to be held in the Chambers of the Third Member of Council, Public Offices, Bangalore, on 31st May 1929, at 8-30 A.M.

****

(1) Note dated 8th October 1928 by the Secretary, Central Recruitment Board reviewing the working of the rules of recruitment and suggesting their modification on the lines indicated.

(2) Note regarding the constitution of Staff Selection Boards in the Mysore State.

(3) Analysis of "C" Statement showing the composition of the establishments of Public Offices as on 31st December 1928.

(4) Correspondence ending with letter No.21707 dated 12th April 1929 from the Registrar, Mysore University, requesting sanction of Government to treat the marginally noted posts in the Oriental Library and in the Archaeological Office on a par with the Pandits on the tutorial staff of the University in the matter of advertisements of vacancies according to Government Order No. 1411-12/C.R.B. 6-28-1, dated 7th August 1928.

Oriental Library	
Pandits.	)
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Proof Readers and copyists.	)
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Pandits.	)

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(i) Government Order No.7872-74, dated 13th April 1929 directing that ~~the~~ in making selection of candidates for vacancies in the Tutorial Staff of the University, -- preference should be given to persons belonging to Backward Communities if their qualifications are approximately equal to those of the other candidates.

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Seshaiyappa

Secretary,
Central Recruitment Board.

Additional subject for the meeting of the Central Recruitment Board to be held in the Chambers of the Third Member of Council, Public Offices, Bangalore, at 8-30 A.M. on Friday the 31st May 1929.

Subject No. 8. Procedure to be adopted in the case of vacancies caused by officials taking leave for a short period to begin with and extending the same piecemeal so as to make the total period exceed three months.

Seshaiyappa

Secretary
Central Recruitment Board

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes; requisitions, etc., not intended for permanent record.]

I beg to remind that the meeting of the C.R.B. has been fixed up for the 31st of this month. If it is not possible for the Member to return to head quarters by that time, the meeting will have to be postponed to some other date.

3rd Member) 21/5/29

I expect Babcock at Bhera on the 31st

23/5/29

25/5/29

N. B.—Should routine notes be written on small slips the notes must be cipoed, or slips pasted on this form

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

372
1/7.

The accompanying copy of the Proceedings of the meeting of the C.R.B held on 31.5.29 may be laid to the Chairman, for perusal

9.7.29 (Chairman C.R.B.)

9/7/29

11/7/29

RB
11/7/29.

N. B.—Should routine notes be written on small slips the notes must b cipoed, or slips pasted on this form.

Proceedings of the Meeting of the Central Recruitment Board held in the Chambers of the Third Member of Council, Public Offices, Bangalore at 8-30 A.M. on Friday the 31st May 1929.

****

Present :--

Rajamantrapravina
K. Matthan, Esq., B.A.,
Third Member of Council, (Chairman.)

P. G. D'Souza, Esq., B.A.,B.L.,
Revenue Commissioner in Mysore.

N. S. Subba Rao, Esq., M.A., Bar-at-Law,
Director of Public Instruction in Mysore.

R. Ranga Rao, Esq., B.A.,B.L.,
Offg. Chief Secretary to Government.

S. Hiriannaiya, Esq., M.A.,B.L.,
Inspector General of Police in Mysore.

Khan Bahadur Mahomed Abbas Khan, Esq.

Sylvester Pais, Esq., B.A.

D. S. Mallappa, Esq.,

Mannaji Rao Kadom, Esq.

D. C. Subbarayappa, B.A.,B.L., (Secretary)

Absent :--

Rao Sahib H. Chenniah, Esq.

****

Subject No. 1.

Note dated, 8th October 1928, by the Secretary, Central Recruitment Board, reviewing the working of the rules of recruitment and suggesting their modification on the lines indicated.

Resolution :--

Pending final settlement of the question of employing a leave reserve staff for filling up temporary vacancies in all the offices in the State, the rules of recruitment requiring a certain proportion of the vacancies being

thrown open for direct recruitment should be made applicable also to temporary appointments of three months or lesser duration. Appointing officers should call for applications through the Secretary, Central Recruitment Board, for vacancies at their disposal and make appointments from among eligible candidates included in a standing list to be maintained in their offices as well as in the office of the Secretary, Central Recruitment.

31.5.29

Subject No. 2.

Note regarding the constitution of Staff Selection Boards in the Mysore State.

Resolution :--

The Board observe that the working of the rules of recruitment so far has not produced results commensurate with the trouble involved. They are at present in a position only to watch the recruitment of officials on low salaries, such as clerks, primary school masters, etc. There are numerous ways in which the orders of Government regarding the preference to be given to members of backward communities fail to be realised. The Board are of opinion that in order to attain adequate -- results in a reasonable time it is necessary to pay more attention to the representation of members of backward communities in appointments of higher classes and that rules should be framed for a larger proportion of direct recruitment to appointments of classes noted in the margin. If this suggestion commends itself generally to Government, the Board will be glad to work out and submit -- detailed proposals on the subject.

Revenue Department :--
Assistant Commissioners.
Amildars.

Police Department :--
Probationary Superintendents and Assistant Superintendents of Police.

Education Department :--
Head Masters of High Schools.
District Educational Officers.
Assistant Inspectors of Education.

All Offices :--
Heads of sections on a pay of Rs. 50/- and above.

Subject No. 3.

Analysis of "C" Statement showing the composition of the establishments of Public Offices as on 31st December 1928.

Resolution :--

Recorded with the observation that Government may be requested to draw the attention of the officers concerned to the fact that instead of improvement there has been retrogression in the representation of backward communities in the several Units under the control of the marginally noted officers or departments.

Deputy Commissioner, Kadur District.
Deputy Commissioner, Mysore District.
Chief Engineer, Krishnarajasagara Works.
Survey Department.
Forest Department.
Excise Department.

Subject No. 4.

Correspondence ending with letter No. 21707, dated 12th April 1929 from the Registrar, Mysore University, requesting sanction of Government to treat the marginally noted posts in the Oriental Library and in the Archaeological Office on a par with the Pandits on the tutorial staff of the University in the matter of advertisements of vacancies according to Government Order No. 1411-12/C.R.B.6-28-1, dated 7th August 1928.

Oriental Library.
Pandits
Pandit Librarian.
Proof Readers and Copyists.
Archaeological Office.
Pandits.

Resolution :--

The proposal of the University may be accepted.

Subject No. 5.

List of cases of exemptions from Central Recruitment Board Rules permitted up to 15th May 1929.

Resolution :--

R e c o r d e d.

Subject No. 6.

The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the Gazetted Service.

Resolution :--

A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No. 1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee. The communities to which the several officers included in the Civil list -- belong may also be indicated by means of a symbolical letter as is done in the Madras Quarterly Civil List.

Subject No. 7.

The following Government Orders were read :--

(i) Government Order No. 7872-74, dated 13th April 1929, directing that in making selection of candidates for vacancies in the Tutorial Staff of the University, preference should be given to persons belonging to backward communities if their qualifications are approximately equal to those of the other candidates.

(ii) Government Order No. 8624-33/L.R.165-28-19, dated 19/20th April 1929 approving with certain modifications the Revenue Commissioner's proposals regarding the recruitment and training of Revenue Inspectors.

(iii) Government Order No. 7993-8142/C.R.B.1-23-4, dated 22nd April 1929 issuing revised instructions in the matter of the preference to be shown to candidates belonging to depressed classes in filling up vacancies in Government Offices.

Resolution :-- R e c o r d e d.

Subject No. 8.

Procedure to be adopted in the case of vacancies caused by officials taking leave for a short ~~xxx~~ period to begin with and extending the same piecemeal so as to make the total period exceed three months.

Resolution :--

No action is necessary.

Subbarayappa.

Secretary,
Central Recruitment Board.

AT.

Note by the Secretary, Central Recruitment Board reviewing the result of the working of the rules of recruitment and suggesting the lines on which the same should be revised.

With a view to secure an adequate representation of members of Backward Classes in the public service of the State, Government while passing orders on the Miller Committee Report expressed it as their opinion that the proportion of the Members of Backward Communities in all Head quarters and District Offices of all Departments should be gradually raised to 50 per cent of the total strength (exclusive of those in inferior service) within seven years and laid down certain rules to achieve this object. Later on, a Board consisting of certain officers and non-officials was constituted for advising Government on matters and problems likely to arise in the course of giving effect to the rules prescribed in furtherance of the policy of Government in the matter of recruitment to the subordinate ranks of the public service. As the system of recruitment followed was of a nature peculiar only to this State and has not its counterpart elsewhere its growth had to be developed by means of supplementary orders and instructions issued from time to time. Certain returns were also prescribed in view to ensure that the officers concerned keep in view the object of Government in effecting the desired change in the composition of public offices generally. A set of returns were prescribed and the vacancies were required to be advertised through the Board and applications forwarded to appointing officers with a view to ensure that non-brahmins with sufficient qualifications were preferred for appointments. A set of rules also grew up consequent on various points noticed, difficulties experienced and

the suggestions received from various quarters. Last year, a need was felt for a little more liberalisation of rules and the rules of recruitment were accordingly revised and clear instructions issued in 1927 in the matter of disposal of vacancies occurring the several Departments. Certain officers were defined to be Unit officers in respot of all establishments under their control so that the rules may be strictly and properly carried out in the respective unit and the responsibility for showing progress in the matter of increasing the proportion of members of Backward Communities may be definitely fixed on them. A, B.C. and D statements were also continued with some alterations and required to be sent up by Unit officers and appointing officers and it was ruled that all vacancies to be advertised be classed as General (open to all classes) and Special (Open to candidates of Backward Classes) for purposes of advertisement. These returns while securing statistics relating to recruitment are not of much help in attaining the object in view by way of creating any effective check on the exercise of patronage by officers entrusted with powers of appointment.

It is true that there are some administrative difficulties in strictly adhering to the rules laid down by Government, in as much as it is not unlikely that work in offices is affected by the office being manned by new recruits with no previous experience of office work. Further, these rules are too intricate and there is a lot of want of correct knowledge of the rules. There is a large number of officials mostly brahmins who are carrying on a precarious service by adjusting themselves in short term vacancies and their existence with so much of service, experience and claim of being there, is difficult to be ignored. This has resulted in a double evil. On one side leave is being freely granted and officials are sometimes requested to take leave with a view to ensure continuity of service in some hard case . While such is the condition in the offices subordinate

to Government, the work of the Secretary, Central Recruitment Board has also been developed from arranging for meetings etc., and working them up on the administrative side, to that of an office calling for applications, making a record of them, forwarding them and checking all the returns etc., --- that are received and also watching the progress of recruitment. The Secretary, was and is Assistant Secretary to Government in some Branches, he is assistant to the Chief Secretary in case of all administrative matters relating to the Central Recruitment Board and then he is not only Secretar to the Board but also its executive Officer as well as an Audit Officer in theory at least in respect of all appointments ~~in~~ not requiring sanction of Government in the whole State. The Central Recruitment Board itself was not an organised office till recently but consisted only of a number of clerks directly working under the Secretary without a Superintendent. Such a state of affairs was permitted probably as the orders on the subject was expected to last only for seven years. The Central Recruitment Board ~~has~~ office has since been organised as a Unit independent of the General and Revenue Secretariat with effect from 1st November 1927.

Now coming to the District offices, it is found that not one office can boast of a complete set of orders passed by Government on the subject. Then the rules also being spread over a number of years, required a lot of inteligent and synthetic study and the clerks dealing with establishment questions were ignorant of many of them. To obviate this difficulty which is a real one, a Manual summarising the rules on the subject of recruitment has been compiled and printed copies have been recently distributed to all offices It is desirable to translate it into Kannada and also to ensure wide publicity of all orders and official memoranda issued from the Central Recruitment Board office. The ----

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The feasibility of publishing all these in the Gazette both Kannada and English may perhaps be considered, so that each office may be in touch and the audit office may perhaps distribute these to all drawing officers so that we may not depend only on Unit officers to distribute them.

By comparative study of the figures showing representation of Backward Community Classes in 1921, i.e., at the time of Miller Committee orders and as they stood on 31st December -- 1927, the result obtained appears to be out of proportion to the attention bestowed by Government, the public and the -- Central Recruitment Board on the subject. Judging from the rate of progress so far achieved in this direction, the result aimed at appears to be still far from realisation. Hence it will be useful to consider here the factors that have hindered the progress of the recruitment of backward communities to the desired extent and see how far these can be remedied to ensure an automatic and speedy realisation of the object. Some of the causes that go to account for the inappreciable progress in that direction are briefly indicated below—

1. During the period under review drastic retrenchments of establishments were ordered by Government and the retrenched candidates who were mostly Brahmins had to be provided for in existing or prospective vacancies.

2. The orders of Government on the subject did not evoke an enthusiastic response as it was supposed to be against ---- efficiency of offices and many of the officers in whom vested the working of the rules ~~did~~ do not seem to have worked the rules whole heartedly and in a spirit of sympathy.

3. The rules did not lay down any hard and fast rules and much latitude was also given to appointing officers in the exercise of their powers of patronage in the earlier stages.

4. Later on when returns etc., were prescribed and vacancies were required to be advertised, the system of recruitment did

did not work satisfactorily owing to the following causes:

(a) the promulgation of these rules

(b) want of properly authorised check and inspection

(c) want of audit of each appointment by the Comptroller before passing the pay bill

(d) scope afforded by the rules to make appointments not quite in keeping with the policy of Government

(e) throwing open vacancies to Backward Communities on terms either not attractive or feasible for intending applicants and

(f) strange as it may seem the very intricacy of the rules which came in the way of absorption of many non-brahmin officials as in their cases even departure from the prescribed procedure would have been necessary. Rules were retarding their own object.

(g) Non-availability of non-brahmin candidates for vacancies requiring special qualifications.

The above factors have gone far to retard the progress in the direction of increasing the representation of Backward Classes in public services.

As a result of my experience of the working of the rules it is felt that the present state of affairs is highly unsatisfactory from many points of view and that the rules and the procedure etc., require to be radically changed in certain respects. The rules are so complicated as to permit of various interpretations with the result that the same can be construed and given effect to in diverse ways according to the degree of intelligence of the officers responsible for making appointments. Hence a uniform procedure does not always obtain in all offices. It is therefore desirable to simplify the rules and standardise forms of appointments and registers etc., devising automatic check, frequent inspections, & wider spublicity of advertisements of

of vacancies and giving certain larger powers to Deputy Commissioners and Unit officers in respect of absorption and initial appointments of Non-Brahmin Candidates. The rules should be revised more with a view to obtain results rather than merely prescribe procedure and secondly the audit office has got to be intimately associated with the working of these rules. Just as the Comptroller does not authorise any payment unless it is regular, he may be required to see that no payment is allowed by him in respect of an irregular appointment by prescribing suitable monthly return to be furnished to the Comptroller with the pay bills with the certificates by the drawing officers to the effect that all fresh or acting appointments made are in order, the officers concerned being held personally liable for any irregular payment made by reason of such certificates. I believe that "P" statement of appointments made may be suitably revised and prescribed as a necessary accompaniment of every establishment pay bill. This may be prepared in duplicate and a copy sent to the Central Recruitment Board also so that the returns may be checked with reference to fresh appointments made in case of appointments not found to be in order, and necessary instructions issued to the Comptroller in this respect. Copies of "C/ statements of the offices as well as a schedule of establishment may invariably be required to be furnished with the pay bill to be cashed on 1st of August of each year and passed on to Central Recruitment Board office. The question is very important and a special committee may perhaps investigate the question.

The question of appointments is an all State one and it is impossible for one officer to efficiently supervise the working of all rules, and to inspect all offices in the State. Hence use is to be made of the existing administrative officers to ensure the working of the rules and as an appointment is an

administrative act, it is one of their legitimate duties to do so. The forms of reports of inspection of each office should be suitably added to and each superior officer asked to inspect the subordinate offices with reference to appoint-ments as well and send extracts to Central Recruitment Board office which office should be strengthened so as to enable it to check all these inspection Notes, promptly and consolidate results for suitable action being taken.

The question of temporary vacancies presents another difficulty. It is seen with reference to the date of occurrence of a vacancy and the time it is advertised and appointments finally made, a fairly long period elapses. In such cases discretion may perhaps be given to Deputy Commissioners and Unit Officers to advertise these vacancies themselves wither on the Notice Board or in the Gazette and appoint any available non-brahmin candidate. So long as a non-brahmin candidate is appointed, Government need not trouble itself to find out how he has come into service. The possible objection against this is that it may lead to jobbery but temporary vacancies are not likely to attract outsiders and it is better that the selection of candidates for temporary appointments is confined to the local areas. The Deputy Commissioner is a responsible officer and he can be safely expected to keep in view the policy of Government in furthering the representation of unrepresented classes in the public service. It is also very necessary that all appointing officers are familiarised with rules of recruitment. With the publication of the Manual of Rules and orders, bearing on the subject a great difficulty has been overcome, but frequent inspection of offices with a view to notice and rectify irregularities is desirable to ensure that the rules are properly understood and adhered to. Such inspections have to be conducted by the special recruitment officer or the Secre-

Secretary of the Board. He may be required to see all Unit Officers and offices of Heads of Departments and test, inspect from subordinate offices as well.

In this connection is it also noted that in addition to the public complaints of the kind enumerated above there is also the popular apprehension frequently expressed that (1) vacancies are not promptly reported or (2) if reported not sufficient information is given to necessitate its advertisement being delayed (3) after receipt of application there is considerable delay in making appointments and (4) there is delay in the appointing Officer interviewing the candidates and (5) a memo of appointments actually made or a memo asking the candidate to appear is not actually posted though the register shows that it has been actually despatched and (6) when some one even manages to accept the post is discouraged when he comes to office and so on. As regards (1) to (4) recent orders of Government are likely to have a healthy effect. As regards the fifth the apprehension in the public mind is more imaginary than real except perhaps in a few stray cases here and there. As regards sixth if a candidate is discouraged it is his own fault and there is no remedy. Regarding appointments which start as being of a ---- duration of less than three months but eventually continue ---- longer, a note on the subject has been put up for consideration ~~of the Central Recruitment Board.~~

P.T.O.

-: STAFF SELECTION BOARD :-

At the last Dasara Session of the Representative Assembly a resolution was moved to the effect that the Government be pleased to constitute a STAFF SELECTION BOARD for purposes of regulating all appointments in the State.

Members generally referred to the MADRAS STAFF SELECTION BOARD which perhaps they thought would serve the purpose better. In the discussion they were unanimous on one point and that was in their contention that the present rules of recruitment as put in practice did not fully secure the end in view as they involved probably too much of complexity and gave large loopholes to the appointing officers to evade them.

That the present rules of recruitment do not pretend to be the last word on the subject may be easily admitted. Many defects in their working in practice are found and action is taken as occasion arises to clarify the issues and doubtful points that arise from time to time due to new situations and varying interpretations put on various orders. The Board, the office, the Sub Committee and in fact every agency connected with this problem are functioning and it will take naturally some time for all things to come to a stage which may be regarded to be satisfactory from all points of view.

A general note on the subject indicating in broad outline the direction in which our existing rule fall short of the situation and limiting broadly the directions in which improvements can be effected is under consideration. The proposal for a full time Secretary has been commended to Government by the Central Recruitment Board at their last meeting.

The members had no suggestion to offer about the power, the constitution and details of the working of the suggested Selection Board. The basis of their suggestion was that a Committee on which non-officials were to be represented should work directly under Government as an integral part of the Central Recruitment Board and have the last word in all future appointments to the State Service.

It may be sufficient to examine two suggestions - one is having a subsidiary Selection Board to each District and then direct that all appointments within the District should be made by this Board only and the other is to have a Central Selection Board co-ordinating all these Boards. It is suggested that prominent non-officials should be associated with each of these Boards.

This Suggestion need not perhaps be discussed only briefly. The only organisation to which one can compare this is the District Ad-hoc Scholarship Committees. Experience of the working of these committees and the general opinion of the concerned people leads to the conclusion that any such Committees entrusted with powers of appointment will seriously handicap all officers of Government in the discharge of their duties and will to a considerable extent affect the discipline of services. It is perhaps undesirable to to delegate the power of appointment to such Committees. Then again even admitting that the idea of an such a Committee may be considered there will be the difficulty of making appointments in various departments. One Committee cannot perhaps be given the work of all Departments. Therefore there will have to be as many Committees as there are appointing Officers or at least the Departments or else we should have a Committee in which all departments as well as non-officials will have to be represented and this will probably be an unmanageable body and it will not be possible to reach unanimity of opinion

even in a single case. Then the work of co-ordinating all these bodies will be too stupendous and the net result may perhaps be chaos.

As regards the other suggestion of having a strong Staff Selection Board as an integral part of the Central Recruitment Board which should be so constituted as to be able to advance the interests of the Backward Communities without however affecting the power of Government to have the last word in each individual appointment, the main considerations upon which this suggestion has been put forward appear to be the following:-

(a) If a Central Board selects the candidates, the selection is likely to be in accordance with the policy of Government without any local bias or any other ulterior considerations which cannot altogether be ignored by the local appointing Officer.

(b) It will ensure the representation of unrepresented classes.

(c) There will not be any scope for subordinate appointing officers to evade the rules of recruitment in any manner.

(d) As the rules of recruitment will have been properly studied and correctly understood in the Secretariat or by the Executive Officer of the Board, the selection of candidates will also be made in strict conformity with both the spirit and letter of the rules.

It should be admitted that there is considerable force in the above points. Besides the above, there are a few more considerations in support of such a Board. For one thing it can be worked under very simple and easy rules and considering the views expressed by many appointing officers perhaps they may also welcome this instead of being interfered by rules, inquiries etc., about each appointment. Then the Board ---- dealing as it will with a very large number of vacancies, will be in a much better position to distribute the patronage to all communities and the complaints of favouritism and advancement of only a few major communities among the Backward Community Classes is also likely to disappear. Furthere the ap-

appointments will be regulated by certain uniform and well governed principles. It very often happens that there will be a large number of applicants for some vacancies and then for quite a large number there will not be any applicants; for each candidate does not always apply for all vacancies to --- which he is eligible and hence when several vacancies are --- taken in a group there is every likelihood of a large number of people getting appointed. This will increase the representation of non-brahmin candidates in much shorter time than is possible at present. A single body actuated with one desire to enforce the policy of Government in the matter of recruitment of candidates of Backward Communities can enforce the rules more sympathetically and consistently than if appointments are made by the individual officers according to their light.

The following suggestions may be considered before having a Staff Selection Board in order that the work of the Board may be as smooth as possible.-

(1) All short-time appointments may be prohibited and a system of reserve clerks introduced in each office as already suggested by the Board.

(2) As far as possible, staff and clerical appointments in various departments should be standardised and similar grades provided.

(3) A scheme of probationary clerks may be sanctioned in the case of all appointments carrying a pay of Rs. 40/- and above and a three months' training provided for these recruits to see that efficiency of services does not suffer.

It seems also expedient that the Staff Selection Board may be entrusted only with appointments of superior grades leaving the last two grades to be recruited as at present.

There is another important aspect of the problem which has to be considered and which deserves attention. As things stand at present, all appointments up to and including fifty rupees are made under the rules of recruitment and direct — appointments to the ranks of Probationers and Other Gazetted.

posts are made by Government and considerations of securing representation of all classes are taken into account by them. But for the very large number of appointments above rupees fifty and those which are departmentally approved by Government no such consideration is kept in view and this appears to be the weakest link in the chain of this policy. It is time to take into consideration this aspect and see whether anything like the rules of Madras Government recently introduced in the case of Sub Registrars cannot be introduced in our services and the --- Staff Selection Board entrusted with this work. The suggestion in practice will amount to the plea of extending the ---- principle at least to a slightly less extent in case of all appointments above rupees fifty except in the case of those in which appointments are made directly by Government. Thus for example it may be laid down that a certain percentage of vacancies will be filled up on considerations of seniority and the rest the senior most and the best qualified among non-brahmin officials in service alone appointed. The suggestion is one likely to be very much criticised but it seems that without such safeguard for at least the next fifteen years, the representation of Backward Community Classes in these appointments is not likely to be adequate.

The next point for discussion ~~that remains now~~ relates the strength, constitution and powers of such a Board if one is to be formed. In this connection it seems desirable that if the Government decide to have a full time Secretary to the --- Central Recruitment Board, such an Officer may be selected and deputed to Madras, Calcutta, Lahore, Delhi and Bombay to study the methods and the ways in which a similar problem has been satisfactorily solved by them and submit a report to Government and shape the organisation of the office and rules in the light of the experience gained there and here. In regard to the constitution of the Staff Selection Board the following points

are

are suggested:-

(1) Non-official members may be elected by the Central Recruitment Board and their strength placed at 50 per cent.

(2) The Chairman, Central Recruitment Board may himself be the Chairman of the Staff Selection Board and for any reason this is not feasible, the final selection by the Committee should be subject to the approval of the Chairman, Central Recruitment Board, who being also a Member of Government may be regarded as representing both Government and the Central Recruitment Board.

The other details may be worked up later after obtaining information if necessary from other Governments and if the suggestion to depute the Secretary designate to other places is approved after obtaining his report on the subject.

Secretary,
Central Recruitment Board.

CENTRAL RECRUITMENT BOARD.

Public Offices,

Bangalore, dated, May 1929.

From

D. C. SUBBARAYAPPA, Esq., B.A., B.L.,

Secretary, Central Recruitment Board.

To

Sir,

I am directed to forward herewith for information a copy each of the marginally noted communications received from the Residency on the subject of Staff Selection Boards in British India and Coorg and to request the favour of an acknowledgement.

1) Report of a Committee appointed to enquire into the working of the Staff Selection Board instituted in 1926 for the recruitment of candidates for the Imperial Secretariat and its attached offices.

2) Government Order No.76, dated 6th February 1924 of the Government of Madras.

3) Extract from letter Conf.No.D.2434-28 dated 21st November 1928 from the Commissioner of Coorg to the Secretary to the Chief Commissioner of Coorg.

I am to add that the question of constituting Staff Selection Boards in Mysore will be one of the subjects on the agenda for the next meeting of the Central Recruitment Board to be held on the 31st May 1929. (Notice of the meeting will be sent separately.)

I have the honour to be,

Sir,

Your most obedient servant,

Secretary,
Central Recruitment Board.

Report of a Committee appointed to enquire into the working of the Staff Selection Board instituted in 1920 for the recruitment of candidates for the Imperial Secretariat and its attached offices.

In pursuance of a promise made by Sir William Vincent in the Legislative Assembly on the 21st September 1921, when the operations of the Staff Selection Board came in for some adverse criticism, the following Committee was appointed in Home Department Notification No.F.442, dated the 30th January 1922, to enquire into the allegations made :--

1. Sir Jamsetjee Jejeebhoy, Kart, Deputy President of the Legislative Assembly.
2. Rao Bahadur T. Rangachariar, M.L.A.
3. Mr. H. E. Lamarth, M.A., LL.B., M.L.A.
4. Mr. R. A. Spence, M.L.A.
5. Professor [illegible] D.C. Chhaami, M.L.A.
6. Mr. J. P. Catelingam, M.L.A. and
7. Mr. E. Jenkinson, Additional Deputy Secretary to the Government of India, Home Department.

The terms of reference to the Committee were :--

(a) to enquire and report whether there is any ground for the allegation that the Board are not impartial in their selection of candidates;

(b) to examine the working of the Board and to consider whether any improvements can be suggested; and

(c) to examine and report on the functions of the -- Inspector of Office Procedure.

The Committee held a number of meetings in March 1922 and submitted an interim report. For various reasons it was found impossible to conclude the work of the Committee until the present session; circumstances over which the Committee had no control were against them. It is a matter of regret that some of the members were unable to sit at the concluding meetings in Simla. Mr. Spence was not in India; Professor Chhaami had to leave Simla early; Mr. Jenkinson was [illegible]

and his place was taken by Mr. Gwynne, Joint Secretary ~~xxxx~~ in the Home Department.

2. In the course of our proceedings we have examined the former Chairman of the Board, Mr. Watson, at great length. We desire to express our appreciation of his knowledge of the details of his work, and the readiness with which he placed it at our disposal. We also examined two non-official members of the Board, (Khan Bahadur Mir Muhammad Khan and Pandit Kisla Prasad Bajpai), the late Secretary of the Board (Mr.Kaye) Captain Thorle-Hughes, the Establishment Officer at Army Head quarters, Mr. Pereira, the Registrar of the Legislative Department as a representative of the Association of the ~~~~ Uncovenanted Services of India. We have also examined Mr. Mehoy, the present Chairman of the Board, and have perused a considerable amount of documentary evidence placed before us by the Board, the Home Department and others.

3. In our ad interim report we only touched upon the first term of reference and we came to the conclusion that we had no grounds of complaint of partiality on the part of the Board which were worthy of notice. We now desire to state categorically that we belive that these complaints are ~~xxxxxxxx~~ absolutely unfounded. We cannot help coming to the conclusion that they are to some extent due to the fact that some Departments of the Government of India have not followed the clear instructions which have been issued that appointments should not be made without the concurrence of the Staff Selection Board. The effect of not following these instructions has inevitably been that those who have passed the Board's test and have failed to secure employment have felt aggrieved at seeing assistants and clerks who have not passed the Board's examination being given employment in certain departments in spite of the orders on the subject. The Staff Selection Board have been unjustly blamed for this state of affairs and in consequence a certain amount of odium has fallen upon it.

while in our opinion there is absolutely no foundation for the allegations of favouritism, we wish to emphasize that as a general rule no exemptions from the Staff Selection Board's test should be ~~filled by application~~ permitted and that the rule that all vacancies should be filled by application to the Staff Selection Board should be scrupulously followed. Only in the case of certain posts requiring special technical qualifications would we allow of some relaxation of this principle, and then only with the concurrence of the Board itself and on condition that the Board is satisfied that the qualifications possessed, though not the qualifications laid down for general service, are sufficient to ~~ensure~~ enable the applicant adequately to perform the duties for which he is employed.

4. As to the second term of reference we understand that the post of Inspector of Office Procedure has been retrenched and therefore this question does not now arise. Though we took evidence on the point and considered it at some length in our earlier meetings, we do not think it necessary to encumber this report with our views on the subject.

5. We now come to the most important term of reference, namely the examination of the working of the Board and suggestions for improvement. The Staff Selection Board was appointed as a result of the recommendations of the Secretariat Procedure Committee in 1949. It is unnecessary to describe at length the reasons which induced the Government of India to appoint it, or to give a detailed account of its operations. Suffice it to say that it was hoped that a better type of recruit would be secured for Secretariat work by means of a Central Recruiting Agency than by the somewhat casual and almost haphazard method of recruitment which had been previously in force. With this general principle we find ourselves in agreement. To recognize that the old system which depended mainly on the idiosyncracies of the Registrars of the various Departments to whom in practice

the recruitment of personnel to a large extent was entrusted, was really a form of patronage and that abuses were bound to creep in. We are convinced from the evidence we have taken, as well as on general grounds, that a system of competitive examination is a far more suitable method of recruiting young men to what may be termed the subordinate civil service of the Government of India. That it is essential to have intelligent and able men in the Departments of the Government of India cannot be questioned. They are to a large extent the repositories of the traditions of the Departments in which they serve and they constitute in some measure at any rate the permanent Civil service of the Government of India. For those reasons we think it is essential that recruitment should not be left in the hands of comparatively subordinate officers in the Departments. In order to secure some uniformity of qualifications and in order that recruitment may not be confined to the immediate localities in which the Government of India is situated, we are of opinion that a competitive examination is preferable to mere nomination, even though nomination be taken out of the hands of the Registrars and be placed in the hands of Deputy Secretaries or Secretaries.

6. We observe that the functions of the Board have mainly been as follows :--

(1) to hold examinations,

(2) to compile a list of successful candidates,

(3) to supply Departments with passed candidates in officiating or temporary vacancies.

In holding examinations the Board have examined not only those already in the service of the various Departments, but also a large number of outside candidates. In 1922 over Rs 16,000/- were recovered in fees and consequently the Board was to a large extent self-supporting. The Board has for the most part consisted of an Official Chairman, two non-officials -- members and, when candidates belonging to Departments X are

interviewed, a member of the Department is generally co-opted to assist the Board and to place before it the views of the Department as to the actual merits of the candidate as judged by experience of his work. Except at the time of the holding of examinations when a whole-time Secretary has been appointed an officer of the Government of India has acted as part-time Secretary and has been paid an allowance of Rs 200/- a month for carrying on the current duties; in addition, a whole-time clerk has been entertained for routine work. The expenditure of the Board has been mainly on the following items :--

(a) Travelling allowances of non-official members,
(b) Salary of whole-time or part-time Secretary,
(c) Salary of establishment,
(d) Travelling allowance for certain candidates called to viva-voce examination from outside,
(e) Fees to Examiners and expenses of examinations,
(f) The annual move between Simla ~~and~~ Kalka and Delhi.

Thus though the subordinate staff only is definitely on a permanent basis, yet the organisation itself is permanent; it functions at high pressure during the periodical examinations but at other times appears to have very little to do. While we recognise that the Board has performed extremely useful work in the past, and while we appreciate the good services of its members both official and non-official, yet we are not convinced that a permanent and quasi whole-time organisation is required for the purpose in view. We should prefer to see a Board -- created ad hoc for the holding of examinations and the preparation of the list of the approved candidates; when the list of approved candidates has once been prepared after the holding of the examination, the remaining work of supplying candidates to the departments which require them should be carried out by a Department of the Government of India, preferably the Home Department to some additional staff, if necessary, might reasonably be added.

7. We proceed to give our reasons for this conclusion. We have observed that, apart from the examination and interviews of candidates, the bulk of the work of the Board consists of

filling officiating or temporary vacancies in Departments. The recurring annual vacancies in the permanent staff appear to be few; we are informed that ~~xxx~~ on a total cadre of 1,600 they work out at something like 3 per cent per annum, or approximately 48 vacancies a year. Recruitment, however is not effected on any scientific basis, and ~~xxx~~ have -- experienced considerable difficulty in arriving at an even approximately accurate estimate of the number of men recruited for permanent vacancies each year. We cannot help being impressed with the unsatisfactory nature of the present arrangement by which the functions of the Board are to a large extent confined to filling temporary vacancies. A large floating staff of casual hands is maintained. It is impossible for such men who live as it were from hand to mouth, from Department to Department, to acquire an intimate knowledge of the working of any Department or to become imbued with its traditions. As they are temporary, their prospects are uncertain, their sense of discipline is less developed than that of the permanent staff and as their chances of promotion are indifferent, interest in their work ~~xx~~ is frequently non-existent. We are strongly of opinion that now that the labours of the Retrenchment Committee are concluded and Departments know exactly how they stand, the time has come when the strength of Departments should be fixed on a permanent basis. At present, we understand, in nearly all Departments the permanent sanctioned staff is that of 1913 or 1914 in spite of the changes in portfolios, the increase in the work of the Government of India brought about by reforms and the vast accumulation of work which was postponed during, and was taken up on the termination of, the war. In spite of these factors the permanent staff still remains what it was ~~x~~ 10 years ago. It is admitted on all hands that that staff is ~~xx~~ unable to cope with the work and therefore a considerable staff has been maintained for years on a temporary basis.

This system is fair neither to the staff nor to Departments; it is not fair to the staff because the men have no prospects and frequently serve for years on the same rate of pay : it is not fair to the ~~staff~~ Departments because they are necessarily saddled with a proportion of comparative inefficients. We therefore urge that if recruitment to the Imperial Secretariat establishment is to be on a sound basis the existing purely artificial condition of affairs should cease, and that as far as possible the strength of each department should now be placed on a permanent basis. It follows from this that the creation of a small leave reserve in each Department is desirable. We understand that considerable sums are spent each year in the payment of salaries to the personnel entertainment in leave or short-term vacancies. These men pass from Department to Department and are of little real use. It has been stated before us that a leave reserve could be established with no great increase in expenditure even after allowances are made for the non-effective, i.e. pensionary charges which the establishment of a permanent leave reserve would necessitate. As a point of detail we would recommend a general reserve for the Government of India as a whole in the case of stenographers, and not a reserve attached to each department. In this event temporary vacancies, which now form such a prominent feature of our system, would to a large extent cease to occur, and with the permanent strength of the Departments fixed on a permanent basis and the creation of a small leave reserve adequate to cope with the normal casualties, the present and principal function of the Board of supplying temporary hands will become wholly subsidiary and will tend to disappear. We would add as a corollary to this recommendation that a serious attempt should be made to calculate recruitment requirements on a more scientific basis. We understand that in the case of the Imperial Services recruitment is not made in the haphazard way in which it seems to be made to the Departments of the Government of India. It should not

be a xm matter of great difficulty, if our recommendation to place the staff on a permanent basis is accepted, to ascertain how many vacancies should be filled annually in order to provide a cadre of the strength required for the various Departments of the Government of India. In any case we recommend that the Home Department should examine this question and, if necessary, collect statistics and consult the Government Actuary. If this could be done, it would be possible to announce each year, or at least at reasonable intervals, that a certain number of vacancies in the Imperial Secretariat were open to competition. A Selection Board would then be appointed and would hold an examination somewhat on the present lines. Of the candidates appearing at the examination those who reach a certain standard should be interviewed by the Board (and we attach great importance to personal interviews,) and after the interviews a list should be prepared of approved candidates. From the names on this list the vacancies announced at the time would be filled, and any vacancies subsequently xxx occurring. When the list has been prepared it would be made over to the Home Department to whom should be entrusted the task of filling vacancies on application made by other Departments. All vacancies should be filled from the names on the list strictly in order of merit. There would thus be no need for a whole-time Board, or Secretary or for separate staff at any time except for a short period before the examination is held and for a short period after it is concluded. If need be, some small addition might be made to the Home Department Staff in order to cope with the inevitable increase in routine work, such as the correspondence with approved candidates, etc.

8. We think it important that the Government of India should secure in its Secretariat persons from various provinces of India or rather we think it essential that all provinces of India should have opportunities of representation in the Government of India Secretariat. We would therefore recommend --

simultaneous examinations at the more important centres. The papers would be set and marked by Examiners appointed by the Central Board, but, as we have said before, we attach great importance to personal interviews and in our view they should be conducted by the Chairman of the Central Board with a local Board of two Non-official members co-opted for the purpose. The Central Board, as at present and each time it is created, should consist of an official Chairman and two non-official members, preferably members of the Central Legislature. Similarly we should prefer that the non-officials ~~members~~ co-opted at local centres should be members of the Central Legislature belonging to the Province in which the local centre is situated. The reason for this recommendation is that they will have greater opportunities of meeting members of the Central Board and of exchanging ideas with ~~them~~ them. The only touring necessary should be that of the Chairman when he proceeds to local centres to interview candidates. At present we understand that all candidates are interviewed; but we strongly recommend that only those who reach a certain definite standard in the written examination should be given the privilege of an interview.

9. We ~~should~~ would recommend some changes in the educational qualifications for admission to the written examination. It is desirable to find general and equivalent qualifications which will not have the effect of debarring the members of any particular community from appearing at the examination. We therefore recommend that the minimum qualifications should be the Intermediate or the Cambridge Senior for all candidates, irrespective of class, province or community. As this recommendation involves at first sight some lowering of the educational qualifications for admission to the Government of India Secretariat, we advise some modification in the Staff Selection Board Examination. At present it is to a

large extent an examination in precis writing and indexing. We think it important that the general intelligence of all candidates should be thoroughly tested and for that purpose, in addition to precis writing and the like, we recommended that papers in general knowledge and English essay should be obligatory. The percentages of marks required for passing we would leave as they are. They are fairly high and quite high enough to secure that the men who pass the examination are of sufficient general intelligence to be able to perform the duties which will be required of them in the Secretariat. As a general rule those who reach these percentages should be interviewed and those who do not reach this standard should be regarded as having failed in the examination. No one above the age of 24 should be allowed to compete and in the case of those who do not secure appointments on passing the examination their names should be retained on the list until they are 28 and then should be automatically removed. Certificates should be issued to all candidates who are put on the list of approved candidates, and this list should be published in the Gazette of India and the local Gazettes.

10. As far as we can see, the list is likely to consist of a larger number of successful candidates than it is possible to find posts for in the Secretariat of the Government of India. As it is hoped that candidates will be drawn from all provinces of India, we are of opinion that local Governments might very easily be able to provide for some ~~xxx at~~ any rate of these candidates in the local Secretariats, and we strongly recommend that the attention of local Governments should be drawn to this possibility and that they should be asked to bear in mind the advantages of recruiting for their own Secretariats men who have passed the Staff Selection Board's test and who will be of the same intellectual calibre as the men who secure posts in the Government of India Secretariat.

11. A suggestion has been made to us that classes might

be established in important local centres in connection perhaps with the various Universities for instructing candidates for the Secretariat of the Government of India in Secretariat work such as writing notes, despatches, preparing precis and so on. On consideration we are of opinion that on financial grounds we cannot support this proposal and on the merits we are not convinced that the proposal is really as attractive as it sounds. The young man will learn more from a few months' actual work in the Secretariat than from a few ~~more~~ years' purely theoretical training.

12. We append the following summary of our recommendations:

(i) that the principle of recruitment for the Government of India Secretariat by means of competitive examination is sound and should be continued;

(ii) that the strength of departments should be fixed as early as possible on a permanent basis, that a leave reserve should be established and that recruitment should be placed on a more scientific basis;

(iii) that an ad hoc Central Board should be established consisting of an official Chairman with two non-official members preferably of the Central Legislature, for the purpose of holding periodical examinations and of preparing a list of approved candidates.;

(iv) that the examination should also be held at local centres and that the interviews should be conducted by the Chairman with the assistance of a non-official Board of two members preferably of the Central Legislature belonging to the particular provinces co-opted locally. The Chairman would of course have to visit each centre at which the examinations are held;

(v) that the minimum educational qualifications for admission to the examination should be the Intermediate or Cambridge Senior, and that the Staff Selection Board Examinations should be expanded so as to include papers in general knowledge and English composition;

(vi) that only those who reach a qualifying standard should be interviewed and only those who as a result of both examination and interview are considered fit for employment should be placed on the list as approved candidates;

(vii) that certificates should be given to all candidates on the list of approved candidates; and that this list should be published in the Gazette of India and the local Gazettes;

(viii) that when the list of approved candidates has been finally prepared by the Central Board, operations should be carried on by the Home Department, some small increase in the clerical staff being granted, if necessary;

(ix) that vacancies should be filled from this list in strict order of merit;

(x) that no post in the Secretariat should be filled except by approved candidates, and that no exception be allowed in any circumstances, save except in the case of persons holding posts which require technical qualifications, and then only with the approval of the Board.

(xi) that local Governments should be encouraged to recruit for the Provincial Secretariats from candidates on the approved list.

We desire to acknowledge the valuable services rendered to this Committee by Mr. Tonkinson and Mr. Gwynne.

Jamsetjee Jejeebhoy.
J.F. Cotelingam.
T. Rangachariar.
H.E. Lamarth.
C.W. Gwynne.

6th August 1923.

COPY.

Government Order No. 76, dated 6th February 1924 of the Government of Madras.

Public Services -- Appointments -- Staff Selection Board constituted.

Order -- No. 76, Public, dated 6th February 1924.

The Government have recently had under consideration the system by which appointments to the public services are at present made in this Presidency. The unsatisfactory experience of other countries has shown that the best all-round system of making initial appointments is by competitive examination, and the Government recognise that, if the necessary standard of efficiency is to be maintained in the services and if the services themselves are to be rendered independent of political influences, it will become increasingly desirable to depend upon this system rather than upon patronage and nomination. At the same time they realise that the actual conditions differ in different countries; and the carrying out of the policy that they have always laid down before them and that they have already publicly announced in G.O.No.652, Public, dated 15th August 1922 of providing, so far as possible, equal opportunities for service for the different communities renders it impossible in practice to give complete effect to such a system. They have therefore, after full consideration, decided to take the following steps to secure the objects in view.

2. A Staff Selection Board will be constituted with effect from 1st April 1924, to select persons suitable for appointment to the services. The duties of the Board will in the first instance be confined to (a) the selection of candidates suitable for appointment in all Government offices in the City of Madras, including the Secretariat, and (b) the selection of candidates for the different classes of non-gazetted executive posts above the lowest grade for which direct recruitment is at present made.

3. The Staff Selection Board will in the first instance consist of five members including the Chief Secretary, the Surgeon-General and the Director of Public Instruction and two non-official gentlemen who will be nominated by His Excellency the Governor. The non-official members will receive travelling allowance at first class rates for journeys made to attend sittings of the Board, but will be paid no salary or sitting fees. The Chief Secretary will be the Chairman of the Board. It will be open to the Board to constitute local committees at convenient centres throughout the Presidency, consisting of officials such as the Collector, the District Educational Officer and the District Medical Officer or the District Superintendent of Police, to assist it in the discharge of its duties. The Board is requested to make detailed proposals for the constitution of such committees and the definition of their functions. The Board will also probably need the assistance of a Secretary, who, it is suggested, might also perform the functions of the Secretary to the Commissioner for Government Examinations. In this respect too, however, the proposals of the Board itself will be awaited.

4. The functions of the Board will be as follows :--

I. Selection of candidates for all Government offices in the City of Madras :--

It will be the duty of the Board —

(i) to invite applications and to collect from educational institutions the names of those who are prima facie suitable both educationally and physically for appointment to the public service. For this purpose candidates will be required to provide themselves with medical certificates;

(ii) from the lists so obtained to select candidates for examination, bearing in mind the principle mentioned above of providing equal opportunities for the members of the different communities;

(iii) to arrange to subject those selected to a qualifying examination;

(iv) to fix a fee sufficient to cover the expenses incidental to the scheme which will be levied from each candidate who enters for the qualifying examination and will not under any circumstances be returnable;

(v) on the results of the examination and after interviewing candidates, if necessary, and arranging for their examination by a competent medical board, to publish lists of those who are declared to have passed, specifying the nature of the appointments for which they are declared to be suitable.

Departments of the Secretariat and heads of offices will then be required to make appointments as vacancies occur from among those on the lists.

In order to afford opportunities for employment to some of those who are declared to have passed, but who cannot be immediately provided with appointments, the Government are prepared to maintain a waiting list which will contain not more than twenty names at a time and to pay those on the list a monthly stipend of Rs. 20/- until they can be absorbed in arising vacancies. In the interval before appointment these men should receive a practical training in the principles of office procedure, typewriting, shorthand, precis writing and accounts; the Board is requested to make detailed proposals for the organisation of such a training institute and to draw up the necessary regulations for its working, bearing in mind that recipients of the stipends should not be permitted to accept employment elsewhere than under Government without refunding the amount paid to them and that they should be required to accept such employment under Government as may be offered to them as vacancies arise. It is suggested that the training might be carried out under the general supervision of the Secretary to the Board, but it will be left to the Board to decide how far to make use of existing institutions in Madras for teaching typewriting, shorthand, etc.

II. Selection of Candidates for non-gazetted posts above the lowest grade :--

The classes of appointments which the Government have in mind are those like probationary Revenue Inspectors, Deputy Tahsildars and Sub-Inspectors in the Salt and Police Departments. They may also, however, call upon the Board to assist them in the selection of candidates for the higher executive appointments.

It will be the duty of the Board :--

(i) to compile a list of non-gazetted posts above the lowest grade for which appointments are made direct, to ascertain for which of these appointments selection is at present made by specially appointed departmental selection committees and to submit proposals as to which of them it can deal with itself and which should be dealt with by local committees.

(Note:-- In some cases the Board may invite the local committees to make a preliminary selection and in others perhaps it may leave the final selection to them. The following clauses will accordingly apply, mutatis mutandis, to the local committees as well as the Board itself.)

(ii) to invite applications from time to time for appointments of the several classes and to interview and select candidates whom it considers suitable for appointments of each class.

(iii) to supply heads of departments with lists of those whom it considers suitable for appointment to posts under their control:

Provided that in making its selection the Board will invite each head of department concerned to nominate representatives of the department who will attend the meeting of the Board and assist it in making its choice.

Provided also that in making its selection it will be for the Board to decide whether to see all candidates at the same time or to interview candidates for different groups of appointments separately according to the qualifications required for each group.

Heads of departments will be required to make appointments from the lists supplied to them by the Board, but as an alternative the Board may also consider whether it would not be preferable to institute a qualifying examination or series of qualifying examinations for groups of appointments requiring similar qualifications on much the same lines as the qualifying examination referred to in paragraph 4(i) above; and then leave it to heads of departments to make the appointments themselves from any of the names on the lists of qualified candidates.

5. There remains for consideration the machinery by which the Staff Selection Board is to carry out the functions assigned to it in paragraph 4(i) and (ii) and the nature of the examinations that will be required.

For the present the Board will make use of the existing machinery of the Commissioner for Government Examinations for the purpose of conducting such examination as it may consider necessary. It will perhaps be sufficient in the first instance to hold one examination a year in the month of July and to confine the subjects for examination to English -- composition, precis writing, a general knowledge paper and possibly one or two optional subjects. It is the intention of the Government that the Board itself should draw up rules regarding the educational qualifications required for admission to the examination, the age of the candidates, the nature of the questions and how far the examination should be oral and how far written, the main object being to subject the candidates to a suitable test of their fitness for employment in Government offices. It is impossible to lay down more precise details until experience has shown what is required in practice. It is also the intention of the Government that the Selection Board should eventually take over all the functions of the Commissioner for Government Examinations and

possibly also Uses of the Board of Examiners and when it has done so should consider whether it would not be possible to improve and co-ordinate the present system of departmental training that follows appointment and the various departmental examinations and special tests. It is also contemplated that as time goes on and experience is gained it will be possible to establish branches of the Board in mofussil centres and make ultimately to make general the plan of recruitment which it is proposed to apply in the first instance to the City of Madras. In these matters, however, the Government will not await the detailed recommendations of the Selection Board after its appointment.

(By Order of the Governor in Council.)

Sd/- N. S. Coushman.

Acting Chief Secretary.

To the Chief Secretary to Government.

C O P Y.

Letter Ref.. No.F.2424-28, dated the 21st November 1928 from the Commissioner of Coorg, Mercara, to the Secretary to the Chief Commissioner of Coorg, Bangalore.

I have the honour to state that Mr. P.T.Kushalappa, B.L.C., has given notice of the following resolution in the Legislative Council :--

"That this Council recommends to the Chief Commissioner that a Staff Selection Board be constituted for Coorg consisting of a non-official majority of the members of this House."

2. We have Selection Committees already. Whenever a candidate has to be selected for the post of a Sub-Inspector of Police, the Commissioner, the District Magistrate and the Deputy Superintendent of Police form into a Selection Board. For the selection of a candidate for the post of a Veterinary Assistant, the Commissioner, the Chief Forest Officer, the Assistant Commissioner and the Deputy Director of Land Records and Agriculture, form into a Selection Committee.

3. Appointments in the offices under the Commissioner's control are made by him with reference to the Graduation List of Officers and to the Register of candidates maintained in this office and in consultation with the Heads of Offices under whom the candidates will have to work. In the Forest and the Public Works Department and the Education Departments appointments are made by the respective Heads of Departments. Appointments of Subedars, Treasury Officer, Sub Magistrate, Police Inspectors and Rangers are sanctioned by the Chief Commissioner.

4. In other provinces attempts are being made to remove appointments right out of the scope of ordinary politics. The proposal embodied in this resolution if brought into

force seems likely to make appointments in the public service prizes over which candidates will contend in the Council elections.

5. I request that you will be so good as to obtain the orders of the Chief Commissioner in the matter.

C O P Y.

Secretary,
Central Recruitment Board.

List of cases in which exemptions from the Central Recruitment Board rules were permitted up to 15th May 1929.

Name of candidate or designation of appointment.	Caste.	Qualifications.	Nature of exemption granted.	Authority recommending exemption.	Reasons for exemption.	Reference to No. in the Exemption Register.
Exemptions granted to candidates for being appointed or absorbed in Vacancies.						
V.N. Ramaswamy Mudaliar.	Mudaliar.	A Graduate (Madras University)	For appointment in the Vacancy No. 1446 of Head Clerk, Special First Class Magistrate's Court, Chitaldrug on Rs.50/- for which he had not applied.		Family considerations.	122
S. Basappa, Acting Inspector of Co-operative Societies	Lingayet.	Matriculation Examination.	For appointment in one of the permanent vacancies of Inspector of Co-operative Societies without advertising the post.		He is an Inspector of more than 10 years' standing in the Department and belongs to the Lingayet Community.	125
Mr. V.S. Jayachar.	Brahmin	B.A.,B.L.,	For appointment to a post of clerk in the Office of the Revenue Commissioner on a starting pay of Rs.56/- in the grade Rs.40-4-100 without advertising the vacancy.	Revenue Commissioner in Mysore.	He is a Law Graduate and has been doing good work in short term vacancies in the office of the Revenue Commissioner and has proved himself useful.	127
1) M.G. Pooviah 2) Kalyana Sundaram	Coorgi Brahmin	S.S.L.C. Course S.S.L.C. and U.E. Course.	For appointment in Special and General vacancies on Rs.30/- and Rs. 25/- of Clerks for the Sri Vyasaraya Mutt respectively without advertising the posts.	Muzrai Commissioner in Mysore.	The former has been acting since January 1928 and the latter since October 1926.	129

Exemption relating to cases of advertisement of vacancy of a class lower than the one required to be advertised under the rules.

Vacancy of Temporary additional Accountant on Rs. 40/- in the office of the Superintendent of Sericulture.	For being filled up by promotion, the last vacancy on Rs30/- being made available for direct recruitment.	Director of Industries and Commerce in Mysore.	The scope for advancement of the officials in the Department who deserve encouragement in the interest of efficient work is limited and it is not desirable to appoint a new candidate with no previous experience as accountant in the Department of Sericulture.	123
Post of Head Clerk on Rs. 50-4-70 in the Office of Executive Engineer, Tumkur Division.	For being filled up by promotion, the last vacancy on Rs. 30/- being made available for direct recruitment.	Secretary to Government, Public Works Department.	In view of the rare chances of promotion to clerks on Rs30-3-45 who have put in more than 25 years of approved service.	128
A vacancy on Rs. 40/- in grade Rs40-2-50 of Income Tax Clerk, Sakalespur Sub Division Office.	For a vacancy on Rs. 35/- being advertised in connection with filling up ~~the post for~~ the vacancy ~~appointment~~.	Deputy Commissioner, Hassan District.	One Y.S.Narasimhaiya, Clerk ~~131~~ /3/ District Excise Office on Rs35/- was promoted to the post for the following reasons, his place on Rs. 35/- being advertised. (1) He has passed one part of the B.A. degree examination and has undergone Income Tax Training and has passed Income Tax examination. (2) He has put in 4 years' service and is well fitted for the post.	

Exemptions from passing the prescribed Departmental Examinations.

Navaz Beig, Old scheme Sheikdar, Bagepalli Taluk,	Mahomedan Kolar District.	For being appointed as Revenue Inspector under the new scheme.	Revenue Commissioner	In view of his good work as Sheikdar for 10 years. exemption is recommended though he is an unpassed candidate.	120

Exemptions granted for appointments being filled up without advertisement.

Appointment sof (1) Head Despatcher on Rs30/- (2) Examiner on Rs. 35/- in the Officex of the Superintendent, Government Printing.			For being temporarily filled up till the revision of the Establishment of the Office of the Superintendent, Government Printing is sanctioned.	Superintendent, Government Printing.	With a view to provide for certain officials who may be thrown out as a result of revision of the Superintendent's office establishment. 124
Appointments of two Police Head Constables (on Rs30/- each) of the members of the European and Anglo Indian Community.			For the appointments being filled up without advertisement.	Inspector General of Police in Mysore.	As selection to the posts is to be ~~confirmed~~ confined to a single Community the Inspector General of Police was authorised to select two members of the community for appointments. 130

Exemptions from the General Educational qualifications prescribed.

Syed Ahmed, son-in-law ~~xxxxxxxxxx~~ of Mrs. Mohidin Bibi, wife of the late Mr. Abdul Gani, District Superintendent of Police, Shimoga.	Mahomedan	Matriculation of the Punjab University.	From the qualification prescribed for appointment as Probationary Excise Inspector in (Vacancy No. 1421 of 28-29)	Excise Commissioner in Mysore.	He is the son-in-law of the late Mr. Abdul Gani, D.S.P. Shimoga and is the sole proprietor of the large family of the deceased who rendered meritorious service to Government. 121
B.N. Sankaranarayana.	Brahmin	L.S.	For appointment in General Vacancy No. 1402 on Rs25/- of Clerk in the Holenarsipur Sub Division Office for which the minimum qualification is [redacted] ~~S.L.C.~~ S.S.L.C.	Revenue Commissioner in Mysore.	He was appointed when the minimum qualification prescribed for a post on Rs 25/- was L.S. He has put in 8½ years' service and has worked satisfactorily 126

CENTRAL RECRUITMENT BOARD
23 APR. 1929

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read --

Government Order No.R.1372-31/L.R.393-22-6 dated 20th August 1924 sanctioning a scheme for the direct recruitment of Probationary Sheikdars.

2. Letter No.C.2520/28-29 dated 7/8th December 1928 from the Revenue Commissioner in Mysore, submitting proposals regarding the recruitment and training of Revenue Inspectors.

O r d e r -- No. R 824-33/ dR 165-28-9

Dated Bangalore, the 19th April 1929.

The Revenue Commissioner reports that the selection of the Revenue Inspectors, who are promoted from the subordinate staff, has not been made, at present, with due regard to effi efficiency, and that even those who are directly recruited by the Deputy Commissioners are not compelled to undergo proper training. As a consequence there are stated to be a large number of Revenue Inspectors, who are found to be quite unfit for their charges. He therefore proposes that --

(1) 50% of the vacancies of the Revenue Inspectors should be reserved for promotion to the subordinate staff and the remaining 50% should be filled up by the direct recruitment;

(2) direct recruitment by the Deputy Commissioners of Districts to the grade of Revenue Inspectors may be done away with, as it is not always possible for them to secure proper men owing to the limited field of their choice, this power being vested in the Revenue Commissioner only;

(3) no person, who is more than 40 years of age should be made a Revenue Inspector even by promotion;

(4)

(4) the Deputy Commissioners of Districts should report to the Revenue Commissioner by the end of December of each year the probable number of permanent vacancies that may occur in the coming year, and that on ascertaining the total number of vacancies for the State, applications should be called for by the Revenue Commissioner to fill up 50% of the total number by direct recruitment

(5) 75% of the appointments made by direct recruitment should be reserved for members of the backward classes;

(6) with regard to filling up vacancies in each District, preference is to be given to the persons coming from that District, so that at least one candidate, if available, may be selected from each District, in order that adequate facilities may be given for candidates from all Districts;

(7) At least twenty persons may be appointed as Revenue Inspectors every year; and

(8) all persons appointed as Revenue Inspectors hereafter whether by direct recruitment or by promotion should be required to undergo the prescribed training, including training in Agriculture and in the Compilation of statistics.

2. Government are pleased to approve of the Revenue Commissioner's proposals with the following modifications:-

(a) only one in three vacancies should be filled up by promotion, the other two being filled up by direct recruitment;

(b) the number of Revenue Inspectors to be recruited every year need not be fixed at 20 but should be determined with reference to the prospective vacancies and the budget provision made for their training;

(c) the necessity for prescribing a compulsory course of

training

training in Agriculture and in the compilation of statistics may be further examined.

For General Secretary to Government.

To

The Revenue Commissioner in Mysore

The Comptroller to Government

The Deputy Commissioners of Districts

Copy to C.R.B. Secretariat.

C.R.B rules have not been infringed.

GEV 9 Subd for perusal. This may be read Dtmg 26/4. before the C.R.B at the head meeting for information.

25.6.29 (3rd Member) 26/4/29

27.6.29

27.4.29

27/4/29.

(7) (1) Recorded.

(2) —Do—

(3)

(6) ~~Agreed~~ The main communities to which Gazetted officers belong may be indicated in the Civil List as is done in the Madras Quarterly Civil List.

(5) Recorded The sub committee

(4) Proposal of the Govt. may be accepted under the special circumstances.

(3) A Statement as on 31st Dec every year to be prepared in the CRB. in the form ~~prescribed~~ suggested in the Miller Committee report to show total no. of appts on 25, (?) of 100 de

49 — Kadur Dt Mysore. } Govt. to draw the attention of Govt to the fact that a ... between ... promotees ... in other ... retrospective

~~23 — Comptve~~

~~Mun Comptve~~

27 — Survey. ~~Excise~~

Un. Engr. } —
K.E.S. }
(Conservator)

(1) + (2) ... Engineer ... under ...

The existing recruitment rules have not produced results commensurate with the trouble involved, Govt. should approve of a scheme of recruiting men to higher stages of appointments in various depts: — If then appointments by Govt, proposals will be eliminated. E.g.

- Rly dept — Asstt Engr
  - Supdg Engr
  - Dy Chief Engr
  - Chief Engr
- Edn Dept — Asstt Teachers
  - Masters
  - DEO
  - Asstt Supdt
  - Supdt
  - Director

Junior appointments should be taken by a body on the basis of representation, direct nomination promotion (reservation for, for, subordinate ranks.

If selection is to be performed for S the committee basis will go

Proposals initiated may by the Govt be examined.

(1) (a) - Immediately

Proposal is to be accepted.

Till the end of Dec

reservation is settled, the principle of selection of Govt servants even in temporary appointments should be reconsidered and appointing officers should call for applications & keep a standing list.

If in a temporary capacity no suitable candidates

Seeing CRB may be caused by
a man from a star

Proceedings of the Central Recruitment Board Meeting held on 31st May 1929.

******

Subject No. 1

Resolution:— ~~Resolved that~~ Pending final settlement of the question of employ~~ment of~~ing a reserve staff for filling temporary vacancies in all the public offices in the State, the rules of recruitment requiring ~~that in Departments~~ in which the representation of backward communities has not reached 50 per cent, 3 out of every 4 vacancies ~~available~~ for direct recruitment should be classed as special and reserved for backward communities ~~only~~ should be made applicable ~~even~~ also in ~~the case of~~ temporary appointments of ~~the duration of which is~~ three months or less ~~Officers entrusted with powers of appointment~~ duration. Appointing officers should call for applications through the Secretary C.R.B. for ~~the~~ vacancies at their disposal ~~of different classes of appointments at their disposal~~ and make appointments ~~and the selection for appointments in vacancies made~~ from among eligible candidates included in a standing list to be maintained in their offices ~~both~~ as well as in the offices of the Secretary, C.R.B. ~~and the appointing officers concerned~~.

a certain proportion of the vacancies being thrown open

Subject No. 2.

Resolution. The Board observe that the working of the rules of recruitment so far has not produced results commensurate with the trouble involved

and that it is not worthwhile for the Board to watch the operations in connection with recruitment to posts on very low salaries, e.g. Primary School Masters, Training Substitutes and Clerks on pay below Rs 20/-. They therefore suggest to Govt. to consider the ~~possibility~~ desirability of confining the operations of the Board in future to recruitment of candidates ~~only~~ to ~~the~~ certain appointments in ~~the~~ higher grades of service such as those noted in the margin, ~~xxxxxx by~~ (1) nomination, (2) promotion from subordinate ranks and (3) direct recruitment, the ~~disposal of only~~ appointments only to the last place in the chain of arrangements being ~~entrusted~~ kept open for disposal by ~~to~~ a Central Agency with due regard to the adequate representation of candidates of backward communities in service in all departments. If this suggestion ~~is approved by~~ commends itself to Govt., ~~pro-~~ the Board will be glad to work out and submit posals will be elaborated ~~and~~ on further detailed proposals on the subject. consideration by the Board.

Rev. Dept — Asstt Commrs
Amildars

Police Dept — Prsby Supt of Police
Asstt Supt of Police.

Education Dept — Head Masters
Dt. Educational Officers
Asstt Insprs of Education.

Assistant Commissioners, Amildars, Heads of Offices and the staff on the ministerial establishments of all departments on a pay of Rs. 50/- and above.

All Offices — Heads of offices and of important sections on a pay of Rs. 50 and above.

Subject No. 3.

Resolution - Recorded ~~Resolved~~ with the observation that Government be requested to ~~have~~ show the attraction of the officers concerned to the fact that instead of improvement there has been retrogression in the representation of backward communities ~~in service~~ in several Units ~~or Depart-~~ under the Control of the ~~ments and particularly those indicated~~ some of the more backward officers or departments. in the ~~Provinces~~

Deputy Commissioner, Kadur Dt.
Chief Engineer, K.R.S. Works.
Survey Department.
Forest Department.
Excise Department.

Subject No. 4.

Resolution - The proposal of the University may be accepted.

Subject No. 5-

Resolution :- Recorded.

Subject No. 6.

Resolution :- A statement showing the statistics of appointments in the ~~dif~~ different grades on 30th June every year may be prepared in the form of statement I appended to G.C.No. dated 16th May 1921 passing orders on the report of the Miller Committee ~~and published for general information.~~

The Commissioner to show the Several appointments in the Civil List may also be indicated by means of a Syndicate letter as is done in the Revised Civil List.

Subject No. 7.

The following orders were read :--

(1)
(2)
(3)

Resolution Recorded.

Subject No. 8

Resolution - No action is necessary.

Draft-Board for approval

6-6-29

Put up clean copy as revised.

7/6/29

Secretary, C.R.B.

3776

G.R.S. III—31

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

13216
11/6

Typed draft of the proceedings of the C.R.B. meeting held on 31.5.29, sent for approval.

Bru 8.6.29 (3rd member) dtd 28/6/29

dtd 28/6/29

RG. 28/6/29

Issue dtd 28/6/29

Mr Ellis 28/6

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

CENTRAL RECRUITMENT BOARD,

In reply, please quote
No. 62-68 CRB

Enclosure.

PUBLIC OFFICES,

Bangalore, dated 3.7.1929.

CR 624-28-6

From

D. C. SUBBARAYAPPA, ESQ., B.A., B.L.,
Secretary, Central Recruitment Board.

To

The Members of the C.R.B.

SIR,

I am directed to forward herewith for information a copy of the Proceedings of the Meeting of the Central Recruitment Board, held on Friday the 31st May 1929.

I have the honour to be,
S i r,
Your most obedient servant,

Secretary,
Central Recruitment Board.

AT.

Proceedings of the Meeting of the Central Recruitment Board held in the Chambers of the Third Member of Council, Public Offices, Bangalore, at 8-30 A.M. on Friday the 31st May 1929 .

****

Present :--

Rajamantrapravina
K. Matthan, Esq., B.A.,
Third Member of Council, (Chairman.)

P. G. D'Souza, Esq., B.A., B.L.,
Revenue Commissioner in Mysore.

N. S. Subba Rao, Esq., M.A., Bar-at-law,
Director of Public Instruction in Mysore.

R. Ranga Rao, Esq., B.A., B.L.,
Offg. Chief Secretary to Government.

S. Hiriannaiya, Esq., M.A., B.L.,
Inspector General of Police in Mysore.

Khan Bahadur Mahomed Abbas Khan, Esq.

Sylvester Pais, Esq., B.A.

D. S. Mallappa, Esq.,

Mannaji Rao Kadom, Esq.

D. C. Subbarayappa, Esq., B.A., B.L. (Secretary.)

Absent :--

Rao Sahib H. Chenniah, Esq.,

****

Proceedings of the Meeting of the Central Recruitment Board held in the Chambers of the Third Member of Council, Public Offices, Bangalore, at 8-30 A.M. on Friday the 31st May 1929.

****

Subject No. 1.

D 1273. Note dated 8th October 1928 by the Secretary, Central Recruitment Board, reviewing the working of the rules of recruitment and suggesting their modification on the lines indicated.

Resolution :-- Pending final settlement of the question of employing a leave reserve staff for filling up temporary vacancies in all the offices in the State, the rules of recruitment requiring a certain proportion of the vacancies being thrown open for direct recruitment should be made applicable also to temporary appointments of three months or lesser duration. -- Appointing officers should call for applications through the Secretary, Central Recruitment Board, for vacancies at their disposal and make appointments from among eligible candidates included in a standing list to be maintained in ~~thexxx~~ their offices as well as in the office of the Secretary, Central Recruitment Board.

Subject No. 2.

D 3222 Note regarding the constitution of Staff Selection Boards in the Mysore State.

Resolution :-- The Board observe that the working of the rules of recruitment so far has not produced results commensurate with the trouble involved. ~~and that it is not worth while for the Board to watch the operations in connection with recruitment to posts on very low salaries, e.g.~~ Primary School Masters, Training Substitutes and Clerks on pay below Rs. 20/-. They would therefore like to suggest to Government to consider the desirability of confining the operations of the Board in future to recruitment of candidates to appointments in certain higher

appointments of the three classes
that rules shall be framed for direct recruitment & appointment

Revenue Department :--
Assistant Commissioners.
Amildars.

Police Department :--
Probationary Superintendents of Police.
Assistant Superintendents of Police.

Education Department :--
Head Masters of High schools
District Educational Officers.
Assistant Inspectors of Education.

All Offices :--
Heads of ~~offices and of important~~ sections on a pay of Rs. 50/- and above.

~~GRADES~~ grades of service ~~such~~ as those noted in the margin. If this suggestion commends itself to Government, the Board will be glad to work out and submit detailed proposals on the subject.

Subject No. 3.

Analysis of "C" Statement showing the composition of the establishments of Public Offices as on 31st December 1928.

Resolution :-- Recorded with the observation that Government may be requested to draw the attention of the officers concerned to the fact that instead of improvement there has been retrogression in the representation of backward communities in the ~~several~~ Units under the control of ~~the marginally~~ some of the noted officers or departments.

Deputy Commissioner, Kadur District.
Deputy Commissioner, Mysore District.
Chief Engineer, Krishnarajasagara Works.
Survey Department.
Forest Department.
Excise Department.

Subject No. 4.

Correspondence ending with letter No.21707, dated 12th April 1929 from the Registrar, Mysore University, requesting sanction of Government to treat the marginally noted posts in the Oriental Library and in the Archaeological Office on a par with the Pandits on the tutorial staff of the University in the matter of advertisements of vacancies according to Government Order No.1411-12/C.R.B.6-28-1, dated 7th August 1928.

Oriental Library.
Pandits.
Pandit Librarian.
Proof Readers and copyists.
Archaeological Office.
Pandits.

Resolution :-- The proposal of the University may be accepted.

Subject No. 5.

List of cases of exemptions from Central Recruitment Board Rules permitted up to 15th May 1929.

Resolution :-- R e c o r d e d.

Subject No. 6.

2 3823 The question of maintaining a statement furnishing information regarding the proportion in which various communities are represented in the Gazetted service.

Resolution :-- A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of statement I appended to Government Order No. 1827-80/E.A.G.308, dated 16th May 1921 passing orders on the report of the Miller Committee. The communities to which the several officers included in the Civil List belong may also be indicated by means of a symbolical letter as is done in the -- Madras Quarterly Civil List.

Subject No. 7.

The following Government Orders were read :--

(i) Government Order No.7872-74, dated 13th April 1929 directing that in making selection of candidates for vacancies in the Tutorial Staff of the University, preference should be given to persons belonging to backward communities if their qualifications are approximately equal to those of the other candidates.

(ii) Government Order No.8624-33/L.R.165-28,19, dated 19/20th April 1929 approving with certain modifications the Revenue Commissioner's proposals regarding the recruitment and training of Revenue Inspectors.

(iii) Government Order No.7993-8142/C.R.B.1-28-4, dated 22nd April 1929 issuing revised instructions in the matter of the preference to be shown to candidates belonging to depressed classes in filling up vacancies in Government Offices.

Resolution :-- R e c o r d e d.

2 3660 Subject No. 8.

Procedure to be adopted in the case of vacancies caused by officials taking leave for a short ~~xxxx~~ period to beg with and extending the same piecemeal so as to make the total period exceed three months.

Resolution :-- No action is necessary.

Secretary,
Central Recruitment Board.

Appendix F G—1

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

the *192*

Date of issue 15.7.29

Signed by Sec Secy.

Draft subd. for approval

DK. 10.7.29 Secy 10/7/29

Issued No. 362-69/C.R.B.S

15-7-29

List of enclosures.....

DK 1.8.29 Copied by.....

Examined by.....

Section C.R.B

File No.

Serial No.

No. 362-69 CRB

Govt. Secy

To The members of the C.R.B.

.....

Sir,

I am directed to forward herewith for information a copy each of the Govt. orders indicated in the enclosure, passed & recorded at the meeting of the C.R.B held on the 31st May 1929.

I have the

Secy 10/7/29

Ly. C.R.B

DK 1.7.29

over